

Purpose and Efforts of Our Organization

Zextras Group Srl is committed to valuing and safeguarding diversity and equal opportunities in the workplace, as outlined in the management system objectives. This includes ensuring the presence, participation, and professional growth of women within the organization. As the main purpose is to achieve and maintain these objectives, the organization focuses its efforts on the following areas as defined by UNI/PdR 125:2022:

1. Culture and strategy;
2. Governance;
3. HR processes;
4. Opportunities for growth and inclusion of women in the organization;
5. Gender income equality;
6. Protection of parenthood and work-life balance.

The organization believes that fostering a cultural model that promotes gender equality, besides creating social value, also serves as a driver of business growth.

Guiding Principles of the Policy

The guiding principles of the company's Gender Equality Policy, formulated through an assessment of the organizational context and internal deliberations, are as follows:

- Counteract all forms of discrimination;
- Condemn inappropriate behavior and promote practices to foster diversity and inclusion;
- Condemn illegal behavior that compromises dignity or physical or moral integrity;
- Implement a strategic plan to ensure gender equality and measure its progress;
- Establish policies and processes across all functional areas that align with the principles of diversity, inclusion, and gender equality;
- Define principles and objectives to encourage a corporate culture aligned with gender equality;
- Provide reporting channels for violations of this policy's principles;
- Promote dialogue with stakeholders to ensure transparency, fairness, impartiality, and equality;
- Update the strategic plan on gender equality to monitor and verify achievement of set goals.

Stakeholder Satisfaction

The organization strives to achieve gender equality through tangible actions that are genuinely valued by the women within the company, recognizing them as key stakeholders in the outcomes delivered by the management system. To this end, specific policies have been developed addressing:

- Selection and recruitment;
- Career management;
- Salary equality;
- Parenting and care;
- Work-life balance;
- Prevention of any form of physical, verbal, digital abuse (harassment) in the workplace.

SPECIFIC POLICIES**Recruitment and Hiring**

The organization adheres to the following principles in its recruitment and hiring processes:

- Gender-neutral candidate selection processes;
- Application of criteria focused on professionalism, competence, specialization, and experience;
- Exclusion of inquiries regarding marital status, pregnancy, or family responsibilities;
- Determination of job positions and corresponding remuneration based on responsibilities, regardless of gender;
- Promotion of balanced gender representation in variable-pay contracts.

Career Management

The organization ensures that career development opportunities are grounded in merit and remain gender-neutral. The improvement initiatives include:

- Gender-neutral design and communication of career paths;
- Fostering a workplace that empowers all individuals to fully express their potential;
- Implementing training programs to address career barriers and promote gender balance in leadership roles;
- Conducting gender-aware analyses of turnover reasons, particularly in cases of layoffs;
- Ensuring promotions are based exclusively on merit.

Salary equality

The organization ensures fair and equitable pay during recruitment and throughout an employee's career by adhering to the following principles:

- Compensation determined by role and responsibilities, supplemented by performance-based bonuses and benefits;
- Transparent documentation of pay structures and associated benefits;
- Ensuring all staff have the right to report and address any discrepancies in compensation.

Parenting and care

The organization actively supports parenthood without barriers, promoting work-life balance for parents through the following principles:

- Implementation of training and reintegration programs to support maternity and paternity transitions;
- Encouragement and facilitation of paternity leave in accordance with legal provisions;
- Provision of smart working arrangements for employees with caregiving responsibilities;

GENDER EQUALITY POLICY

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Work-life balance

The organization is committed to aligning business objectives with employee well-being, adhering to the following guiding principles:

- Equal access to work-life balance measures, regardless of gender;
- Availability of part-time, flexible hours, and remote work options for all genders;
- Telework solutions for external staff for operational and meeting participation.

Prevention of any form of physical, verbal, digital abuse (harassment) in the workplace

The organization adopts a zero-tolerance policy toward abuse and harassment and has implemented the following measures:

- Identifying risks related to abuse and harassment;
- Facilitating reporting of incidents;
- Protecting whistleblowers from retaliation;
- Analyzing and addressing incidents of abuse and harassment;
- Promoting neutral, respectful communication.

Commitment to Continuous Improvement

The successful implementation of this policy relies on the active involvement and participation of all staff members. Zextras Group Srl actively promotes the dissemination of this document, which serves as a key reference during periodic reviews to assess progress, evaluate achievements, and establish new objectives in alignment with the company's commitment to continuous improvement.

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